



*Superior Court of California
County of San Luis Obispo
Benefits at a Glance
Professional Unit 27*

Pay Practices

FICA	6.20%	FICA wages up to \$106,800 maximum
Medicare	1.45%	Medicare wages with no maximum
Overtime	FLSA exempt	
Pay Days	Biweekly	

Leave Provisions

Sick Leave	12 days/yr	2080 hrs (260 days max accrual). Paid out @ 50% up to 90 days; 5 years of service required
Sick Leave Exchange for Vac	80 hrs for 40 hrs	Per calendar year. Must maintain a 30-day balance; 5 years of service required
Holiday Pay	13 days/yr	
Personal Leave	1 day/fiscal year	
Vacation (320 hrs cap)	10 days/yr	Beginning of service to end of fourth year
	15 days/yr	Beginning of fifth year to end of ninth year
	20 days/yr	Over ten years of service
Jury Leave	Regular rate of pay	Maximum payoff of 320 hours
Military Leave	30 days/fiscal year	Regular Pay while on jury duty/cannot claim jury pay
Administrative Leave	4 days	
Bereavement Leave	3 days	Per fiscal year. No carry over or payoff for unused time
Witness Pay	Regular rate of pay	Per occurrence
		Serving as a witness in a case relating to the employee's job

Benefits

Cafeteria Contribution	\$660 mo	\$515/mo without medical coverage
Health Insurance		Coverage for domestic partners (employee & eligible dependents)
Vision Insurance		Optional for employee
Dental Insurance		Optional for employee
Basic Life Insurance	\$30,000 coverage	Employer paid policy
Supplemental Life Insurance		Employee paid/optional
Dependent Life Insurance		Employee paid/optional
Long Term Disability Insurance	66 2/3% x Salary	90 day waiting period
Workers' Compensation		
Deferred Compensation	Pretax deduction	Optional for employee
Flexible Spending Accounts	Pretax deduction	Per plan year: Medical \$5,000; Dependent Care \$5,000
Wellness/Fitness	\$200/fiscal year	Annual allowance (taxable)
Tuition Reimbursement	\$300/fiscal year	
Employee Assistance Program (EAP)		Employer paid

Retirement

Court Retirement Contribution	21.83%	Rate x Hourly Rate x Hours worked
Court Pickup of Employee Retirement	7.74%	Rate x Hourly Rate x Hours worked

Holidays

January 1st
Third Monday in January (Dr. Martin Luther King, Jr. Day)
February 12th
Third Monday in February
March 31st (Cesar Chavez Day)
Last Monday in May
July 4th
First Monday in September
Second Monday in October
November 11th
Fourth Thursday in November (Thanksgiving Day)
The Friday following Thanksgiving Day
December 25th
Any day appointed by the Governor for a public fast, thanksgiving or holiday